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Approved For Release 2002/06/14 : CIA-RDP81T00990R000100130003-6

PID - 29/65  
3 March 1965

MEMORANDUM FOR: All PID Branches

FROM: Chief, Photographic Intelligence Division, CIA

SUBJECT: Reallocation of Slots for PAG

1. As of 25 January 1965 the organization of PAG was revised. This revision did not contemplate additional personnel but was a reallocation of personnel between the S&T Division and the GM Division. In order to properly provide qualified PI's from PID into the PAG we will be required to make some adjustments between our own branches in the numbers of people to be provided. In reviewing the missions and functions of the PID branches vs the requirement within the PAG Divisions the following reallocation of PID personnel commitments is set forth:

<u>PID BRANCH</u>	<u>PRESENTLY AUTH FOR PAG</u>	<u>TOTAL REQUIRED BY PAG</u>	<u>ALLOTMENTS WITHIN PID BRANCHES</u>
25X1A MEB			25X1A Chief, S&T
			MEB
IB			IB
			D/Chief, GMD
GMB			USSR
			FE
			IB
			WH
			USSR
			FE
ABCB			NEB
			IB

2. In order to meet our commitments under this revised allocation certain minor adjustments will be made in the overall strength between each branch within our presently authorized T.O. These adjustments will be as follows:

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25X1A

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Comments of CIA Personnel in both PAG and PID concerning tours of duty (rotation) between PID + PAG —

As related by supervisory personnel in PAG (at Division level) and supervisory personnel in PID (at Branch level).

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The following is a compilation of comments made:

Uncertainty — uncertain as to future. One year rotation is now moved back to two years — what will it be next year?

Uncertainty — as to when will DIA take over NPIC.

Question — will another memo come out in another year indicating a three year tour — lack of confidence in PID front office.

Understand NPIC Notice No. 20-17-1 signed by [ ] is still up for negotiation — so the word is still not final.

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Management has not kept faith in previous agreement on one year rotation for those already assigned to PAG. It makes analysts wonder if they can trust management on any thing they say.

One year (rotation) is good as it gives the analyst a much broader background. Two years, especially on the MCI, is entirely too long.

Many CIA analysts feel that DIA runs the whole show. DIA seems to have control on length of assignment, placement of CIA personnel on team staffing and at the coordinator level. CIA personnel treated by DIA as temporary employees.

Some analysts have no complaints about a one year assignment to PAG, but feel that any longer assignment raises the question as to where they will go in terms of career development, rate of

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promotion, etc.

Feel that PAG is operated in a "military manner".

Not sure who they are working for (in PAG).

Lack knowledge of chain of command in PAG

Lack understanding of their relationship to DIA supervisors

Lack of communication between DIA supervisors and CIA PIs

Feel that DIA is running PAG and is in the "drivers seat"

Concerned over out-of-sight - out-of-mind attitude while away from PID - will he be forgotten?

Concern over difference in pay - overtime for GS-11 and above -

DIA gets double-grade promotions

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CIA doesn't have enough coordinators selected - DIA gets all Committee assignments.

CIA carries bulk of the work load on MCI's

Most of work in OB done by CIA — DIA analysts have refused to work OB

Some analysts would enjoy the detailed type PI analysis performed in PAG/STD, but would not be happy with an assignment in PAG/GMD due to type of work performed.

Fear being assigned to MCI's for long periods of time.

Level of work — strong objection to doing MCI work over a long period of time.

Do not feel work is enough of a challenge (MCI - IPIR etc)

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A feeling from PI's that there is better development career-wise in PID than in PAG.

A feeling of many PI's of a loss of security in their jobs when rotated.

No job satisfaction for those trained in detailed photo analysis when rotated to quick-scan IPIR and MCI type work.

People do not like to step down from a supervisory position — next to impossible to maintain balance in rotating acting supervisory personnel. Dissatisfied over temporary assignment to a supervisory position.

People at the working level do not feel proper consideration is given to their individual likes and dislikes; they believe in patting out 100% and in return expect some say as to their utilization.

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People often take a whole year to establish good working contacts at Headquarters + elsewhere — and are reluctant to turn them over to a replacement.

Some analysts feel that in moving to PAG there is a complete loss of rapport between themselves and the CIA requestors, which has, in many cases, taken considerable effort and time to develop.

The opportunity for training and developing specializations are not as great in PAG, especially PAG/GMD, as they are in PID.

Feeling (in PAG) that nobody really is interested in them.

Many people do not wish to relinquish control of file materials — assembled

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with great care over a long period of time.

No identification with final product - IP112, MCI - no feeling of accomplishment.

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End of Compilation

Although quite a wide variety of comments are reflected above — the most disturbing thing to the majority appears to be the feeling that:

1. DIA & Gen'l. Carroll are quoted more frequently than Mr Lundahl — as to wants & needs, as well as what will be bought or not bought.
2. CIA appears to "back down" too frequently, to appease DIA
3. The "reins" of the Center are being left around the

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saddlehorn too often, by CIA,  
and are being picked up  
by DIA.

4. Uncertainties arise over the strength of Center management due to the apparent harrassment of PID and Center components by Headquarters.

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